

TO: Central Office Employees

FROM: Jeanne Anderson
Director, Human Resources

DATE: February 15, 2012

RE: NURSING MOTHER'S ROOM POLICY/PROCEDURE

Legislation regarding breastfeeding in the workplace states, "the employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in private" Section 31-40 w of the Connecticut General Statutes.

At the Department of Social Services we understand the benefits of breastfeeding. We have arranged to have a Nursing Mothers' room available to agency mothers who choose to continue to breastfeed after returning to work. It is the policy of the Department of Social Services (DSS) that as a part of its commitment to maintain a family-friendly work environment, DSS is supportive and respectful of an employee's decision to breastfeed.

Our Nursing Mother's Room is located on the Mezzanine level to the left of the cafeteria in the rear of 25 Sigourney Street. The room provides a private, discreet place for mothers to express milk. A room key will be issued to those mothers who submit the necessary request to use the room and agree to the agency's conditions for the use of the room. The conditions are identified on the request form.

All new employees are informed of the existence of this policy or are given a copy as part of a new employee orientation. Individuals interested in additional information or obtaining a request form to arrange for use of the Nursing Mothers' Room should contact their Human Resources representative.